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The impact of globalization on the development of innovation in human capital management

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Annotation. The article discusses the impact of globalization on the world labor market, as examples of global leadership and innovation in the areas of personnel management.

Key words: globalization, management, human resources, labor, innovations. personnel, government, enterprises, business.

The concept of development of the enterprise includes a huge number of problems, one of which is a strategic decision. In the current economic and political conditions, any decision can have a fundamental impact on the functioning of both the small business and public sector enterprises, industrial enterprises (providing sales).

However, strategic decisions can change the potential of the company, subject to the irrevocability to the previous state. In this regard, plays a vital role analysis of the current situation, the assessment of external and internal factors have a direct but also indirect influence on the activities of the company.

Drawing attention to the ongoing process of globalization, it should be noted that the technological revolution has already taken place. Hightech equipment is able to replace 70% of manual labor. In this case, we should not forget that the main engine of innovation processes is still a man. Even the most high-tech equipment needs maintenance technician.

Based on the scientific perception of the world, many are convinced that the world is immune to rational analysis. For them, all phenomena have a logical explanation.

In the narrow sense of the word "my view of the world", "my world" this is my own ideas about the world, established on the basis of perception of my senses. In a broad sense is my accumulated judgments about everything. A huge number of accumulated judgments. If to take a person as a set of accumulated judgments, each of us and all mankind together could be represented as a 4dimensional space. In other words chaos. Any government is designed to systematize chaos in the name of humanity. Systematize chaos, even having the critical limits in its manifestation is only possible using isolation approximating functions and relying on it. Awareness of people the world around them, and there is a difference between the upper and lower boundary between the approximating function. It turns out one of the ready to recognize and understand the world of globalization, and the other is not. Suppose governmental organizations are exactly in between. Citing Gustaf Steffen "... imperialism is striving to build a great state of world importance by

conquest or through peaceful combining already existing states," build "a world power, which covers the whole of humanity ...".

The «lower level» of the population, as a rule, satisfied with his end and limited perception of the world. The prospect of such a closed world view has to be questioned, if only because that any particular worldview is in motion. Our view of the world is constantly changing. We're talking about our own horizon, which may shrink or expand. To broaden the scope of our knowledge, there are many different educational systems, books, television (whether tv today an educational element or not remains a question the accuracy of information denounced by the spectator, the possibility of probability information war aimed at internal or external policy of the state).

Extend the bounds of consciousness that is what should be one of the goals for the government. Lack of reliable information about the political, social and economic picture of the world greatly facilitates the management process from the top to down.

To put the task of developing the principles of corporate social responsibility, to ensure its participation in the solution of the most pressing challenges of globalization processes.

Now it is important to strengthen and expand the participation of civil society, especially the business community, nongovernmental and other organizations, local communities and governments, to intensify the process of information exchange in the field of politics, economy, ecology and other areas of transition. This is to some extent already achieved through the United Nations Global Compact, which is already being implemented for more than ten years. Important role in this process is given and the government, which must take control of the process and to the transition to such a transition as the primary goal of its strategic, utilizing and creating the political mechanisms for this statutory and regulatory framework as part of the emerging global governance.

Spontaneously unfolding process of globalization is characterized by the fact that its political component lags far behind the economic (and even more so of the information). And the gap sometimes appears as the main contradictions of the modern age, as the international community, which has already become in some respects one is deprived of an appropriate system of control required for this global rules and methods for effective law enforcement (even for existing international instruments) (judgment is based on information by Chumakov global crisis and challenges of Russian society // Proceedings of the International Scientific Congress "Global Studies 2009": a way out of the global crisis and a model of the new world order. T. 1 / Ed. And and II Abylgazieva .In. Ilyin. M., 2009).

This kind of control at all levels to be associated with a reduced (and in the future with the elimination) of negative (sociopathological features) of modern civilization process and support positive trends. In the course of such management formed "directed process of" globalization (which differs from its modern spontaneous orientations), because modern civilization, which should solve global problems and eliminate the negatives of globalization and other global processes, unfortunately, does not have effective management forms implementation solutions and mechanisms of political regulation. Until now, these decisions are carried out mainly in national states or international and global organizations with their permission.

Many economists 1950-1960ies. did not feed excessive expectations on the elimination of the East from the darkness of backwardness in the foreseeable future.

No wonder, many economists in the 5060s did not cherish hopes for the elimination of the East of the level of backwardness in a short time. They rightly believed the lack of population in these countries desire to improve life. Poverty does not oppress people, they did not perceive it as a nontolerant state. This psychology is still typical for the residents of backward areas, especially in Africa.

But in many developing countries, the situation has changed, so from a sleepy and apathetic third world is transformed into a dynamic. And one of the major changes you can see it in the change of priorities in life at hundreds of millions of people who are actively seeking to break out of poverty and illiteracy in the other life.

Thus, the most difficult for a breakthrough is to awaken this activity in the population of poor countries (here need a lot of efforts to modernize and develop primary education). But when the

need for income per capita is declining slowly for obvious reasons: the population growth in developing countries is much higher than in developed countries.

Globalization shuffles the deck in the world improving the lives of still occurs, it begins to work some kind of motor. The result can be achieved high quality results (despite the fact that this Brownian motion is always fraught with a mass of all kinds of lawlessness, ugliness, stupidity, injustice and so on. N.). For once started, the movement for change in their own lives for the better will generate social energy for decades. And if you combine the efforts of the public and the state, as a result of the success of synergy can be overwhelming. That's what happened in China, India and a number of other developing countries.

In rich societies, with all their advantages in culture, education and skill development of this source dried up long ago. Motivation for more hard work is not reduced only to certain groups of immigrants, fighting for their position (and, incidentally, in the US it is largely supported the dynamism of the economy).

And with the aging of the population of opportunities for rapid development it becomes even less. It should be noted that among the causes of the weakening economic power of the West, of course, the most important place is the reduction of population growth (or even a decrease in the population), while its aging. This leads to a reduction in the number of able-bodied people and increase the number of pensioners. At the same time, globalization has made it popular (unfortunately not all) main resource poor countries labor.

And the value of this resource, apparently, in the next decade will grow, although many developing countries, such as India, and especially a number of African states, it will be very difficult to find a use tens of millions of young workers.

The openness of economic borders creates a situation when in fact begins to operate the law of communicating vessels of the global economy. And given the alignment of internal incentives for growth and demographic differences in resources largely determine the system of communicating vessels. Capital and production capacity of developed countries to reduce the cost of production and cost reduction must be moved to the developing countries, where there are hundreds of millions of young people looking for work. At the same time, and the engine of world economic growth will be moved from the center to the periphery. As a result, the role of developing countries in the global economy (especially in the creation of its growth) will increase, and the difference in levels of development will decrease, that happens today, but the difference is still very large.

The world is rapidly changing. Three main forces are at work: technological disruption, rapid emerging markets growth, and widespread aging. These forces create many challenges, but also offer many opportunities for growth. Yet, traditional corporations need to reinvent themselves and become more innovative to keep up with the changes. Companies need to involve all their talent in this process to create more creative power. Since there is no one-fits-all approach to fostering an environment of intrapreneurship, innovation leaders have to adapt the corporation's strategy to the needs of the employees. The presentation explains how a corporation can create such a culture on innovation with the main focus being innovation leadership and individual employees.

Corporate Challenges & Tasks The biggest challenge of innovation leadership is to transmit the culture to all employees at all levels. Every area or department of the company must be involved in the innovation strategy. This is, directors must not create an innovation department, but involve departments to foster and not inhibit the emergence of new ideas. In most cases, this will mean to change their mindset and break with traditions; have them to cooperate with a new way of doing things. Also, the company has to figure out mechanisms to overcome resistance from some members to change, but also take valuable feedback on about which changes have to be furtherly discussed before implementation. To overcome these challenges and foster creativity, a company needs to create an environment of organizational, supervisory and group work encouragement.

Global Innovation Leadership Suppliers, business partners and business network contacts can all make valuable contributions to the creative process, as well as providing support and encouragement. Some examples are: First, encourage risk taking and experimentation don't penalize people who try new ideas that fail. Promote openness between individuals and teams. Good ideas

and knowledge in one part of your business should be shared with others. Stress that people at all levels of the business share responsibility for innovation, so everybody feels involved in taking the business forward. Reward innovation and celebrate success. Appropriate incentives can play a significant role in encouraging staff to think creatively. Last but not least, look for imagination and creativity when recruiting new employees. Remember that innovative thinkers aren't always those with the most impressive list of qualifications.

Culture of Innovation An innovation leader doesn't treat all employees in the same way, developing unique onetoone relationship with each of the people reporting to them. The leader focuses on clarifying employee's' role and task requirements and providing followers with positive and negative rewards contingent on performance. Technology revolution has already occurred. Machines, electronic devices are able to perform 80% of human work. Leaders can share information, evaluate, motivate personnel using innovation tools. The innovation leader engenders trust, seeks to develop leadership in others, exhibit selfsacrifice and serves as moral agent, focusing themselves and followers on objectives that transcend the more immediate needs of the work group. Leaders transform followers by creating changes in their goals, values, needs, beliefs, and aspirations. They accomplish this transformation by appealing to followers' selfconcepts namely their values and personal identity.

Individual Citizens

During the years there have been implemented 10 main roles in organizations for an effective development of innovation and the creation of new ideas. Innovation leaders need to be aware of the different types of employees. For once, different approaches are required for each type of employee. A leader has to be able to adapt his leadership style to address the diverse groups of employees. Secondly, innovation requires diverse background, experiences and characters. A homogeneous group will not be as innovative as one with differentiated people. Therefore corporations need to embrace, hire and develop different types of employers with different skill sets, background and functions.

Faces of Innovation & Competency Model

To build innovation muscle companies must include innovation in their competency models in five core competencies: Creativity, Enterprising, Integrating Perspectives, Forecasting and Managing Change. These core competencies should be foremost embraced by the innovation leaders, but more important by all employees in the corporation. Naturally, not all employees will be great in all core competencies, but yet again it is the leader's responsibility to train and develop the employees, so that in the future they will become innovation leaders as well.

We understand that innovation is not automatic in all sort of people, but it is necessary for global teams to be successful. Leaders take adapted and flexible actions to promote and understand where does innovation comes from and how to use it and take advantage of it.

The problem at the end of the presentation is an example of how innovation is simple and straightforward in hindsight, but requires outofthebox thinking and a flexible approach beforehand.

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Innovation and small business survival in Nigeria

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Аннотация: В данном исследовании изучается влияние инноваций в создании малых предприятий, состоящих из финансовых и нефинансовых продуктов предлагаемых банками, осуществляющих микрофинансирования микро и малых предприятий для их роста, становления, развития и производительности в Нигерии.

Ключевые слова: *Инновации, для малого бизнеса, предпринимательство, Микро-финансирование*

Introduction

The findings of this article among others reveal that 90% of the small business enterprises financed by the Central Bank of Nigeria with track records of regular participations in Innovative programmes and easy access to micro financing survived up to 4 ½ years.

It also reveals that the likelihood of survival of small firms increases provided that they are able to generate profits regularly, have access to micro credit and plough back profits generated into re-investments. This article further shows that formal education has positive impact on the ability of business owners and operators to conduct business efficiently. The study also reveals that high level of education is a significant factor in increasing operational efficiency, profitability and success of businesses. Technical capacity may be assessed in terms of ability to adapt to new technology, regular technology-related training, application of information technology and sound business plan writing. Successful businesses and enterprises were associated with managers who are given continuous innovation and adapting to new technology.

The study reveals profitability as a key predictor of long-term survival and viability of small business enterprises. Easy access to micro credit is significantly associated with small business survival. Easy access to microfinance is closely associated with cordial relationship and regular contact with loan/field officers as well as regular participation in innovative seminars. The appropriateness of loan size, proper utilization of loan given and a good repayment plan schedule are factors that make micro credit worthwhile for small business operators. The study has shown that businesses that participate in microfinance programmes, particularly at the group level has survived much better than those which do not participate. These results have shown that there is a robust and positive correlation between small business survival and regular participation in microfinance activities.

This article will discuss Micro financing and small business growth, Micro finance and entrepreneurs' productivity, Non-Financial Services of Microfinance and Business Performance, and finally make Recommendations to enhance further research.

Micro financing and Small Enterprises Growth

The outcome of the study on the effect of innovation on the creation of small businesses shows that innovation does not enhance the expansion capacity of small businesses in Nigeria. Looking at the result critically, it was revealed that variables such as technology-related training received by small business operators, business location (urban area) and business registration impact positively and significantly on small business expansion and growth. The result obtained from micro firm samples reveals that owner's education (OND/NCE), loan utilization, duration of